

AFFIRMATION OF BOARD VOTING RECORD

SUBJECT: 2019 EEO Policy Statement

Doc Control#: 2019-300-0041A

The Board acted on the above document on 08/02/2019. The document was Disapproved.

The votes were recorded as:

	APRVD	DISAPRVD	ABSTAIN	NOT PARTICIPATING	COMMENT	DATE
Bruce Hamilton	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	08/01/2019
Jessie H. Roberson	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	08/02/2019
Joyce L. Connery	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	08/02/2019

This Record contains a summary of voting on this matter together with the individual vote sheets, views and comments of the Board Members.

Shelby Qualls

Executive Secretary to the Board

Attachments:

1. Voting Summary
2. Board Member Vote Sheets

DEFENSE NUCLEAR FACILITIES SAFETY BOARD

NOTATIONAL VOTE RESPONSE SHEET

FROM: Bruce Hamilton

SUBJECT: 2019 EEO Policy Statement

Doc Control#: 2019-300-0041A

DATE: 08/01/2019

VOTE: Approved

COMMENTS:

Equal Employment Opportunity requirements and Diversity and Inclusion initiatives are distinctly and fundamentally separate in nature and should not be intertwined. EEO, originating from and required by statute, is a passive constraint prohibiting discrimination in the workplace as an illegal activity. Diversity and Inclusion is a proactive human capital initiative with the stated rational of improving the quality and productivity of the workforce. Unlike EEO, Diversity and Inclusion is defined not by statute but by Presidential Executive Order 13583 of August 18, 2011, which establishes Diversity and Inclusion as a goal in the federal workplace. That Executive Order does not direct that Diversity and Inclusion be part of an agency's EEO policy. Additionally, the Board's EEO Policy Statement should parallel the Board's EEO Directive which appropriately avoids addressing Diversity and Inclusion.

This amendment removes Diversity and Inclusion from the Agency's EEO Policy Statement.

I therefore approve.

Bruce Hamilton

DEFENSE NUCLEAR FACILITIES SAFETY BOARD
NOTATIONAL VOTE RESPONSE SHEET

FROM: Jessie H. Roberson

SUBJECT: Amendment by Chairman Hamilton to YELLOW FOLDER Doc#2019-300-041, 2019 EEO Policy Statement

Doc Control#2019-300-041A

Approved _____ Disapproved X _____ Abstain _____


Recusal – Not Participating _____

COMMENTS: Below X _____ Attached _____ None _____

There are some changes in the proposed amendment that I could compromise on in the pursuit of unanimity but there are two I cannot support. I do not support deleting the following statement in paragraph #2 of the draft policy statement: 'DNFSB is committed to a culture of inclusion, integrity, dignity and respect'. I also do not support deleting the following phrase in the last paragraph of the draft policy statement: '...removing impediments to inclusion by enforcing EEO laws and policies, and providing an environment free of discrimination...'

I advocate that our policies and directives are not just a restatement of the applicable laws but also clearly establish how we will meet them and what our employees (current and future) can expect leaders in the organization to value in the workplace in regards to anti-discrimination - not just in the hiring process but also in demonstrating and advocating equality and access to opportunities beyond hiring.

I believe our policies, including this one, should be committal in addressing our specific challenges.



Jessie H. Roberson
August 1, 2019

Date

DEFENSE NUCLEAR FACILITIES SAFETY BOARD

NOTATIONAL VOTE RESPONSE SHEET

FROM: JOYCE CONNERY

SUBJECT: Amendment by Chairman Hamilton to YELLOW FOLDER Doc#2019-300-041, 2019 EEO Policy Statement

Doc Control#2019-300-041A

Approved _____

Disapproved

Abstain _____

Recusal – Not Participating _____

COMMENTS:

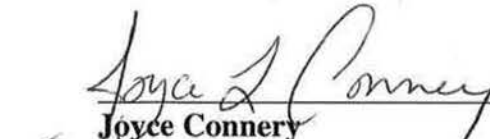
Below

Attached _____

None _____

I do not believe that the Policy Statement on EEO and Diversity and Inclusion policy need to be separate. As noted by the General Counsel, Executive Order 13583 notes the need to consolidate compliance efforts when there are related regulatory mandates. Further, it makes logical sense to outline that the Agency is not only committed to ensuring that discriminatory behavior is prohibited while reiterating its commitment to diversity and inclusion. The justification of this amendment seems to indicate that there will be a separate document on Diversity and Inclusion, but I do not believe that to be the case. As the Agency is working through its strategic planning process and developing staffing plans, attracting and retaining diverse talent should be a stated goal and a best practice. Diversity reinforces equal opportunity. Research has clearly shown that physical diversity results in better performance, and the Agency must have disciplinary diversity to perform its functions effectively.

The importance of having a Board level document that explicitly states that our workforce should reflect the diversity of America cannot be understated. As we strive to recruit and retain the best and the brightest, those individuals must be able to see that they are valued and that the environment at the Agency is inclusive. The documentation of this must be evident to the candidate as they go on-line to review the policies of the Agency. Striking out lines such as “our commitment to EEO, diversity and inclusion is not only a legal obligation but is also a moral imperative” undercuts our core values. I cannot, in good conscience, support this amendment.



Joyce Connery
7/31/19

Date